

# TENNESSEE HUMAN RIGHTS COMMISSION



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## **JOB POSTING**

### **ASSOCIATE GENERAL COUNSEL (ATTORNEY 2\*)**

The Tennessee Human Rights Commission (THRC) is an independent state agency created in 1963. In 1978, THRC became an enforcement agency through the Tennessee Human Rights Act, and later, the Tennessee Disability Act, which together prohibit discrimination in housing, employment, and public accommodations on the basis of race, color, creed, national origin, religion, sex, disability, familial status (housing only), and age (over 40 in employment). THRC also ensures the State of Tennessee's compliance with Title VI of the Civil Rights Act of 1964 which prohibits discrimination based on race, color, and national origin by entities receiving federal financial assistance. THRC investigates approximately 400-500 cases per year.

THRC is seeking an attorney to serve as the Associate General Counsel in its Nashville office. This position reports to the General Counsel. Primary job responsibilities include providing legal advice and guidance to staff on cases investigated under the Tennessee Human Rights Act, Tennessee Disability Act, and corresponding federal anti-discrimination laws, reviewing THRC investigations for legal sufficiency, representing THRC in administrative law cases including discovery and settlement negotiations, reviewing mediation agreements and other contracts, analyzing proposed legislation, and conducting and attending trainings.

We are seeking applicants who will be adept at working in a small but team-focused environment and handling a large and complex case load at different phases, including investigation and litigation. The ideal candidate will have familiarity with civil rights and/or administrative laws, the ability to manage, prioritize and review a large volume of cases, and excellent analytical and writing skills. Salary depends on experience.

Applicants must have graduated from an accredited law school, be licensed to practice law in the state of Tennessee, and have 1 or more years of relevant experience.

Qualified applicants should send a cover letter, resume and a writing sample by email or US mail to Jesse Madsen.

**Jesse Madsen**  
**Legal Department**  
**Tennessee Human Rights Commission**  
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**EQUAL OPPORTUNITY EMPLOYER**

***THRC MISSION: Safeguarding individuals from discrimination through enforcement and education.***